

## Appendix K--Compelling Reason Codes

These codes are from the 30 September 1998 submission of the Inherently Governmental and Commercial Activities Inventory to the Office of the Secretary of Defense and are subject to change. They are provided for reference only and additional guidance will be promulgated separately for future inventory reporting.

### DoD Manpower Mix Criteria

REASON CODES		Type of DoD Manpower	
Inherently Governmental	Exempt From Competition *		
<b>A</b> Military Combat  <b>C</b> Military Unique Knowledge & Skills	<b>B</b> Military Combat Augmentation  <b>D</b> Military Image & Esprit de Corps  <b>E</b> Military Rotation  <b>F</b> Military Career Progression	Military Essential	CORE MANPOWER
<b>G</b> Civilian Authority & Direction  <b>H</b> Civilian Expertise & Control	<b>I</b> Civilian National Security & Operational Risk	Civilian Essential	
<b>J</b> EO, Law, Treaty, or International Agreement  <b>K</b> Legislatively Mandated Floors	<b>L</b> DoD Management Determination	Restricted	NON-CORE MANPOWER
Subject to Competition or Direct Conversion		Not Restricted	
<b>M</b> Based on Cost Comparison <b>N</b> Pending Contract Award <b>O</b> Pending Cost Comparisons Results <b>P</b> Pending Restructuring Decision <b>Q</b> Based on Terminated Cost Comparison <b>R</b> Subject to Review			

Order of Precedence for Coding Manpower Mix

\* Government Performance is Required (includes both commercial activities that must remain in-house according to the specific reason codes and some inherently governmental activities not covered by reason codes A, C, G, or H.